At Schwan’s Company*, we believe the success of our business is linked directly to our commitment to social responsibility and environmental sustainability. We set clear social, economic and environmental objectives for our business and take action to achieve our goals. Our sustainability efforts apply to all Schwan’s subsidiaries because we know this work is essential to our future success. To continue our path toward sustainability and to provide economic value to shareholders, we are committed to:

- Researching and implementing methods for reducing the company’s impact on the environment.
- Continuously improving the health, wellness and safety attributes of our products, services and operations.
- Making further investments in the general well-being of employees and the communities that contribute to our success.

*Any reference to Schwan’s Company (Schwan’s) or to the company with respect to trademarks, employees, logos, manufacturing facilities and products is to the subsidiaries of Schwan’s.
MESSAGE from our CEO

Thank you for taking interest in Schwan’s Company and our “Corporate Responsibility Report.”

2019 represents a historic year for Schwan’s Company as we have embarked on an exciting new era of innovation and growth as a new member of the CJ CheilJedang (CJ CJ) family of businesses. CJ CJ acquired a majority share in Schwan’s Company and subsidiaries that focus on bringing delicious foods and trusted brands to retail stores and the food-service industry. At the same time, Schwan’s Home Service, Inc., which had been our home-delivery business since 1952, remains privately owned by the Schwan family and operates independently from our company. Therefore, within this report, you will no longer find information about Schwan’s Home Delivery and its propane–powered trucks. You will, however, continue to learn about our efforts to become more efficient users of energy in our facilities and with our direct–store–delivery fleet.

I am very proud of our team’s accomplishments over the past year, some of which include:

- Fleet initiatives that led to a 6.9 percent improvement in miles per gallon for our direct–store–delivery fleet.
- Efforts throughout the year to reduce our packaging by more than 500 tons.
- Our commitment to bringing delicious and yet wholesome foods to schools.
- Robust charitable giving efforts focusing on hunger relief, youth and community organization.

Another point of pride for our company and charitable foundation is our support of several initiatives at the University of Minnesota. In 2019, we continued with our multi–year commitment to provide support to the College of Food, Agricultural and Natural Resource Sciences for scholarships, food–safety research and the development of nutritious and functional protein ingredients. We are also supporting the athletic department’s Women Invested in Leadership and Learning program, which helps develop the leadership skills of female student athletes; and we are supporting brand–enterprise and data–analytics programming, along with scholarships, at the Carlson School of Management.

Overall, we are driving a lot of positive change at Schwan’s Company, and we remain as committed as ever to our corporate responsibility initiatives. We will continue to research and implement methods for reducing the company’s impact on the environment, improve the health, wellness and safety attributes of our products, services and operations, and make further investments in the general well–being of employees and the communities that contribute to our success.

Thanks again for your interest in Schwan’s.

Sincerely,

Dimitrios P. Smyrnios
Chief Executive Officer
Schwan’s Company

“Overall, we are driving a lot of positive change at Schwan’s Company, and we remain as committed as ever to our corporate responsibility initiatives.”

~ Dimitrios Smyrnios
Schwan’s Company, a new member of CJ CheilJedang’s family of businesses, is driven to bring delicious foods and reliable services to its customers. Based in Minnesota, Schwan’s sells high-quality, great-tasting foods through grocery and club stores, convenience stores, restaurants, schools, universities and just about everywhere people shop and eat. The company produces, markets and distributes foods developed under respected brands such as Schwan’s®, Red Baron®, Freschetta®, MaMa Rosa’s®, Tony’s®, Big Daddy’s®, Mrs. Smith’s®, Edwards®, Pagoda® products and many others.

Those brands are brought to customers through three primary marketing channels:

**SCHWAN’S CONSUMER BRANDS, INC.**
Schwan’s Consumer Brands, Inc. markets and sells fine frozen foods in retail stores throughout North America. Its leading brands include Red Baron®, Tony’s® and Freschetta® pizza, Mrs. Smith’s® and Edwards® desserts, and Pagoda® snacks and appetizers. These brands have helped make the company a leader in the frozen-food aisles of retail stores throughout North America.

**SCHWAN’S FOOD SERVICE, INC.**
Schwan’s Food Service, Inc. markets delicious foods to public and private schools, universities, health-care facilities, convenience stores and chain restaurants. Well-established product lines include pizza, Asian-style foods, desserts and sandwiches. With strong brands like Big Daddy’s®, Freschetta®, Tony’s®, Edwards®, Minh®, Villa Prima®, and Beacon Street Café®, Schwan’s Food Service is taking the lead in providing product innovation to operators who value quality and service.

**STRATEGIC PARTNER SOLUTIONS**
The company’s Strategic Partner Solutions team makes foods for private-label customers and provides production solutions to external business partners who have the need for delicious foods and reliable packaging. The team’s expertise lies in product categories such as pizza, ice cream, pies, snacks and appetizers, beverages, sauces and aluminum packaging.
OUR CULTURE and heritage

CJ MANAGEMENT PHILOSOPHY

MISSION
CONTRIBUTING TO THE GLOBAL COMMUNITY BY PROVIDING THE BEST VALUE WITH OUR ONLYONE PRODUCTS AND SERVICES

VISION
GLOBAL LIFESTYLE COMPANY INSPIRING A NEW LIFE OF HEALTH, HAPPINESS, AND CONVENIENCE

CORE VALUES
ONLYONE
TALENT
FIRST BEST DIFFERENT
SHARED GROWTH
BUILDING ECOSYSTEMS
SHARED VALUE

PRINCIPLES
INTEGRITY · PASSION · CREATIVITY · RESPECT

OUR HERITAGE

Schwan’s Company was founded in 1952 in Marshall, Minnesota, by 23-year-old Marvin Schwan. Marvin, along with his parents, operated a local dairy that was struggling for survival amid government dairy-price controls. To find a way to make his business survive, Marvin packed ice cream in dry ice, loaded it into a road-weary 1946 Dodge panel van and set out to visit rural customers in southwestern Minnesota.

By the end of the day, he had sold all 14 gallons of his ice cream and formulated the business model that would grow his company into a leader in the frozen-food industry.

Today, Marvin’s businesses continue to thrive. Schwan’s Company was acquired by CJ CheilJedang in 2019 and continues to provide delicious foods and strong brands to stores and food-service venues. Additionally, Marvin’s home-delivery business continues to thrive as an independent company, delivering foods directly to homes.

ABOUT CJ CHEILJEDANG

In 2019, Schwan’s Company became a subsidiary of CJ CheilJedang (CJCJ). CJCJ is the No. 1 food company in South Korea and has a growing global presence in four sectors: food, bio technology, entertainment and media, and retail and logistics. You can learn more about CJCJ at www.cj.co.kr.
COMPANY facts

Founded: MARCH 18, 1952    Web Address: SCHWANSCOMPANY.COM    Employees: approx. 7,500    Total Facilities: approx. 450

16 MANUFACTURING FACILITIES IN THE U.S.

STATE-OF-THE-ART R&D FACILITY

1,800 FOOD-SERVICE DISTRIBUTORS SERVED

APPROXIMATELY

675 DSD & LONG-HAUL FLEET TRUCKS

MORE THAN

50 FOOD PRODUCTION LINES

#1 IN SCHOOL PIZZA

#1 IN PIES

3 MAJOR REFRIGERATED WAREHOUSES

REACH CONSUMERS IN STORES FOOD-SERVICE

DELIVER DIRECTLY TO

26,000 STORES ANNUALLY

#1 IN ASIAN APPETIZERS IN SCHOOLS & CHAIN RESTAURANTS

SIMPLICITY INITIATIVE

COMMITTED TO CLEAN LABELS
At Schwan’s Company, we take seriously our responsibility to reduce our environmental impact. Our teams are committed to working together to continuously improve our operations for the benefit of our communities and our businesses.

In 2019, our environmental sustainability efforts focused on three areas: energy usage in our facilities and on the road, waste management, and reducing the amount of packaging material used to protect our foods.
In 2019, two business developments occurred that significantly affected the size of the Schwan’s Company fleet of delivery vehicles:

- CJ CheilJedang acquired a majority stake in Schwan’s Company and several of its subsidiaries.
- Schwan’s Home Service, Inc., which delivers foods throughout the United States using its Inca Gold® delivery trucks, became a separate, independent company that continues to be 100 percent owned by the Schwan family.

As a result of these developments, Schwan’s Company and its subsidiaries no longer operate the 3,500 propane-powered delivery trucks that visit consumers at their doors each day. However, the company still operates a fleet of more than 40 long-haul trucks and hundreds of vehicles that deliver branded foods to retail stores.

DELIVERING DIRECTLY TO STORES

Schwan’s Consumer Brands, Inc., a Schwan’s Company subsidiary, operates more than 600 diesel-powered vehicles that deliver delicious foods directly to retail stores.

In 2019, our direct-store-delivery fleet became more efficient through driver education efforts and by continuously working with truck manufacturers to improve our trucks’ fuel economy performance.

Our efforts have led to a 6.9 percent improvement in miles per gallon over the previous year and delivered a cost savings of more than $250,000.

Most recently, our direct-store-delivery fleet achieved an average of 10 miles per gallon for the first time, with some trucks averaging more than 12 miles per gallon.

Each year, we also maintain a program to replace our older delivery trucks with newer vehicles that deliver a 22 percent improvement in fuel efficiency. In 2019, Schwan’s Consumer Brands placed 291 of these more efficient trucks into the fleet, with a plan to introduce 123 more in 2020.

The Consumer Brands division also stresses the importance of reducing idle time to eliminate wasted fuel. In 2019, the business unit achieved its all-time low, with idle time at 14.5 percent.

FOR THE LONG HAUL

Employees with SFC Global Supply Chain, Inc. — the manufacturing, transportation and logistics arm of Schwan’s — also work to continuously improve efficiency on the road. The team continues to install aerodynamic components on all its semitrailers to help reduce wind resistance and increase fuel efficiency.

In recent years, the company has also taken the following steps to improve fuel economy and safety:

- Implemented electric engine governors to limit the max speed of the company’s semis.
- Installed plug-in stations that enable the full use of refrigerated trailers that can run on electric power rather than diesel.
- Invested in telematics systems that provide key performance indicators in real time. The systems lead to driver coaching opportunities and ensures systems run at peak performance. The long-haul fleet also converted to electronic logging devices, ensuring all legal time requirements are met by Schwan’s semi drivers.
The company strives to continuously improve its energy usage in its facilities. At corporate offices in Minnesota, crews continued several energy-saving projects such as installing LED lighting and more efficient heating, ventilation and air-conditioning systems. In 2019, this work led to an 11.6 percent reduction in electricity usage.

Additionally, employees took action to reduce water usage at corporate offices. By reducing lawn irrigation and replacing water softeners, the company achieved a 14.8 percent year-over-year reduction in water usage.

For SFC Global Supply Chain, Inc., the manufacturing, logistics and transportation arm of the company, the team continues to work to continuously reduce its energy usage. In recent years, the team has invested significantly in more efficient lighting and cooling systems. Since 2014, the company has improved its energy intensity by 1.1 percent. Energy-intensity measurements do not include manufacturing facilities acquired in 2017.

DELIVERING EFFICIENCY in our facilities

We have had recycling programs in place for several years and have set aggressive goals for tracking and measuring our efforts. In 2019, the overall company recycled 14,837 tons of materials that included old corrugated cardboard, plastic, steel, aluminum and paper products.

According to Republic Services, the total material recycled above was the equivalent to:

- Saving more than 73 million kilowatt hours of electricity.
- Saving nearly 7.5 million gallons of oil.
- Saving 101,560 cubic yards of landfill space.
- Saving more than 72.2 million gallons of water.
- Saving 187,605 mature trees.
- Reducing greenhouse gases by 35,093 metric tons.
- Saving more than 1.25 million gallons of gasoline.

Additionally, Schwan’s subsidiaries also recycled 27,600 tons of food waste, cooking oil, wastewater and electronics through other recycling partnerships. In total, we have diverted 65 percent of our materials from landfills.
Product packaging serves many important functions in the packaged consumer goods industry. Packaging is used to communicate to consumers and serves the vital role of protecting foods during the distribution, storage and selling process.

Since 2010, we have maintained a thoughtful campaign to review the packaging of our products and determine where we could be more efficient and maintain the quality of our foods at the same time. From 2010 to 2018, we reduced packaging by more than 10,240 tons.

In 2019, we had an excellent year for our packaging reduction program. Overall, the company reduced the amount of packaging it uses by an additional 502.3 tons, including 276.3 tons of paperboard and 226 tons of aluminum. The two projects that drove these results included the use of lighter materials for both aluminum pie tins and the paperboard cartons for specific pizzas.

Our company has also made it a goal to ensure the fiber-based boxes used on foods manufactured internally are certified with the Sustainable Forestry Initiative. SFI Inc. is an independent, non-profit organization dedicated to promoting sustainable forest management. In 2019, 100 percent of our paperboard materials and 98 percent of our corrugated materials were SFI certified.

### PROTECTING QUALITY with less packaging

<table>
<thead>
<tr>
<th>Year</th>
<th>Packaging Reduction (Lbs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>5M</td>
</tr>
<tr>
<td>2011</td>
<td>4.6M</td>
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<td>4.9M</td>
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<td>2013</td>
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<tr>
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<tr>
<td>2018</td>
<td>3,048</td>
</tr>
<tr>
<td>2019</td>
<td>1,004,600</td>
</tr>
</tbody>
</table>

**PACKAGING REDUCTION OF 10,742 TONS OVER 9 YEARS**
At Schwan’s Company, integrity is at the cornerstone of everything we do. Whether it’s with the foods we make, our safety programs or our employee health-and-wellness initiatives, we always strive to do the right thing regardless of the cost or consequences.
At Schwan’s Company, we are passionate about making delicious, high-quality foods that people love and feel good about serving their families. To make sure we continue to exceed our consumers’ expectations, we have enlisted the help of top chefs from around the country to join our Schwan’s Chef Collective.

This group of talented chefs completed its fourth year in 2019. The team’s purpose is to help Schwan’s stay on top of food trends, bring fresh perspectives to the foods we offer and create new foods for our customers.

In one Schwan’s Chef Collective effort in 2019, the team partnered with school chefs at the Charleston County School District in South Carolina to create new menu items for students. The work inspired the development of dishes with a broad student appeal, including Taco Pizza made with Big Daddy’s® Primo Scratch Ready® Pizza and Chicken Lo Mein made with Twin Marquis® Yakisoba Noodles and a Minh® Egg Roll. The new items drove significant excitement in the lunch line, with more than 1,200 students and staff members trying new dishes during a menu test. The district was interested in adding the items to its menu for 2020.

At Schwan’s, we have a 44-year legacy of working with school food leaders, nutrition experts and national decision makers to continuously improve the nutrition of school food. Our entire child nutrition portfolio meets and exceeds national school meal standards for both breakfast and lunch. Schwan’s Chef Collective has become one more way we can work closely with our customers to provide great-tasting, wholesome foods that students enjoy eating and operators feel good about serving.

The company is also very focused on meeting the health-and-wellness expectations of customers in other business channels. Five years ago, we launched a corporate wide ingredient simplification initiative. As a part of this work, we eliminated partially hydrogenated oils and artificial trans fats, artificial (certified) dyes, high-fructose corn syrup and artificial flavors from all of the foods we offer.

The ingredient simplicity initiative continues as we strive to remove additional ingredients from specific items. For example, we worked with our suppliers to develop an uncured turkey and beef pepperoni that has become very popular on school pizzas. Our uncured pepperoni is free of sodium nitrate and BHA and BHT preservatives. Additionally, our product innovation and development team removed sodium benzoate and caramel color from some of our Asian-style sauces with less sodium.

We have also met the special needs of grocery and club-store consumers by offering delicious pizzas that are certified gluten free. Our gluten-free pizzas are available in stores under the Freschetta® and Sabatasso’s® brands.

**WE KNOW GLUTEN-FREE PIZZA**

In 2019, Freschetta® Gluten Free Four Cheese Pizza was voted the best gluten free pizza in the 2020 Gluten Free Awards. The Annual Gluten Free Awards are hosted by “The Gluten Free Buyers Guide.” Winners are determined by consumers, who vote for their favorite gluten-free products in different categories. Following the announcement of the winners, “The Gluten Free Buyers Guide” publishes the results.

The Freschetta brand team launched its gluten-free pizza in 2014 with two multi-serve varieties, including Four Cheese Medley and Signature Pepperoni. In 2015, it expanded the same flavor varieties as single-serve pizzas. And, in May 2018 the team launched two new flavors in its multi-serve lineup with Spinach & Mushroom and Tuscan Style Chicken. All Freschetta Gluten Free Pizzas are certified by the National Celiac Association.
At Schwan’s Company, safety is our first priority, and we are committed to building a strong culture that ensures all employees go home in the same shape as when they came to work.

The company has made good progress over the past five years, achieving a more than 44 percent improvement in preventable vehicle accidents and a 37 percent improvement in OSHA recordable incidents. Even with these very positive results, we know we have a lot more work to do to achieve our ultimate goal of zero accidents and injuries.

We will continue to make progress by focusing on safety leadership, setting expectations and accountabilities, and encouraging broad engagement by employees at every level. As part of our safety culture, we follow four basic principles, including:

• **WORKING SAFELY IS A CONDITION OF EMPLOYMENT.**
• **EVERYONE IS RESPONSIBLE FOR PREVENTING ACCIDENTS AND INJURIES.**
• **ALL ACCIDENTS AND INJURIES CAN BE PREVENTED.**
• **EMPLOYEES HAVE THE RIGHT TO STOP UNSAFE WORK.**

**OUR JOURNEY in safety**

In 2019, Schwan’s team members at the pizza plant in Sidney, Ohio, were presented with four safety awards from the Shelby County Safety Council.

The awards included:

• **The 100% Award.** This is given to all companies that have worked the entire calendar year without a lost-time injury or illness.
• **The Group Award.** This is given to companies with the lowest incident rate in their business group. The Sidney, Ohio, area has a lot of industry, making this award difficult to achieve.
• **The Achievement Award.** This is given to companies that decrease their incident rate by at least 25 percent from the previous year.
• **The Special Award.** This is given to any company that accumulates at least 500,000 hours and at least six months without a lost-time injury or illness.
Health and wellness is an important part of our culture at Schwan’s. We have long-standing strategies in place to benefit the physical, mental, social and financial health of our team members. The company makes important resources available to employees, including: employee assistance services, online tools that help track physical activity, free health assessments and screenings, flu shots, health-coaching programs and incentives for achieving health goals.

In 2019, we expanded the reach of a newly offered program called KnovaSolutions, which is designed to help health-plan participants better understand and manage their medical care, treatments and medications. Nearly 270 health-plan members participated in the program, resulting in a 54 percent decrease in emergency room visits, a 37 percent decrease in specialty care visits, a 38 percent improvement in health-risk scores and a 77 percent decline in inpatient care days.

To help employees take ownership of their health and wellness, the company also provides employees with access to Omada Health, a breakthrough online heart-disease and diabetes prevention program. Participants in the program receive their own full-time health coach, a wireless smart scale, a digital pedometer, weekly interactive lessons and online support to help them achieve their fitness goals. Since inception, members of the program achieved the following results:

- 721 people enrolled
- Participants lost 5,439 pounds in total
- Individuals lost an average of 7.54 pounds

In recent years, we also implemented a program to cover 100 percent of drug costs as they relate to diabetes, high cholesterol and high blood pressure. As a result, health-plan members saved a total of more than $388,000 in 2019.
RESPONSIBLE SOURCING and expectations of integrity

Schwan’s Company strives to be a responsible steward of the environment, and we expect the same from our suppliers. We seek business partners who comply with all laws and share our commitment to using resources responsibly. In accordance with our “Standards of Conduct for Business Partners,” we expect our suppliers to behave ethically, set goals for eliminating and reducing waste and maintain production facilities that address community, environmental and social needs.

COMMITTED TO ANIMAL WELFARE

We expect all livestock producers, handlers and processors to provide safe and humane treatment for the animals within their care. We do not raise or handle livestock; however, as a food company we are committed to protecting animals from unnecessary suffering by working with our suppliers to ensure animal-handling practices meet the highest industry standards and all federal and state livestock regulations.

All suppliers of Schwan’s Company must be aligned with the fundamental values expressed in the internationally acknowledged Five Freedoms of Animal Welfare. The Five Freedoms are:

• **FREEDOM FROM HUNGER AND THIRST** by ensuring ready access to fresh water and a diet that maintains health and vigor.

• **FREEDOM FROM DISCOMFORT** by providing an appropriate environment including shelter and a comfortable resting area.

• **FREEDOM FROM PAIN, INJURY OR DISEASE** by prevention or rapid diagnosis of an injury or illness and treatment.

• **FREEDOM TO EXPRESS NORMAL BEHAVIOR** by providing sufficient space, proper facilities and company of the animal’s own kind.

• **FREEDOM FROM FEAR AND DISTRESS** by ensuring conditions and treatment which avoid mental suffering.

Ultimately, our goal is to create a supply chain that adheres to and champions these fundamental behaviors of animal care and husbandry. It is our commitment to review and work with our supply chain to ensure the safest, best environment feasible for animal welfare because it is consistent with our core beliefs and it is the right thing to do.

Here’s our approach and commitments to specific animal-welfare issues:

• **Cage-free eggs.** As part of a broader commitment toward sustainable sourcing, we are working to achieve cage-free eggs in all foods that contain more than 5 percent eggs by weight by the end of 2025, pending market availability. Cage-free eggs are defined as those laid by hens housed in an enclosed area that allows for unlimited access to food and water, and provides the freedom to roam during the laying cycle.

• **Pregnant sow housing.** We recognize the industry is focusing on continuous improvement of pig operations. We are working with our pork suppliers to find alternatives to gestation crates and help ensure the safety of workers and the comfort and safety of animals. We also require our suppliers to follow standards set by the American Veterinary Medical Association (AVMA).
Humane handling. Schwan’s, along with our dairy suppliers, has a long-standing commitment to ensure that the best care is provided to animals at all times. When procedures such as dehorning or tipping are used to ensure the safety of other animals and farmers, we expect our suppliers to follow best practices established by groups such as AVMA.

SOURCING OUR INGREDIENTS AND MATERIALS RESPONSIBLY

At Schwan’s, our goal is to responsibly source the ingredients and materials required to make and transport our foods to our customers. Here are some of our efforts:

- **Packaging.** We have developed a comprehensive packaging program over the last several years with the Sustainable Forestry Initiative, which promotes sustainable forest management in North America and responsible procurement of forest products around the world. Currently, about 98 percent of our corrugate materials and 100 percent of our paperboard materials are SFI certified.

- **Palm oil.** We use certified sustainable palm oil products as a portion of our edible oil consumption. The Roundtable on Sustainable Palm Oil provides certificates to ensure consumers that palm oil is sourced from certified producers who adhere to strict farming, handling and processing systems.

- **Fair trade.** At Schwan’s, we work with our supplier base to ensure they follow the fundamental nature of the “10 Principles of Fair Trade” as published by the World Fair Trade Organization.

- **Supplier diversity.** Our goal is to provide equal access to procurement opportunities to all qualified vendors, including Minority- and Women-Owned Business Enterprises. Our diversity outreach program is designed to locate and inform a diverse list of suppliers of opportunities to partner with our company. We publish opportunities in major newspapers in seven markets throughout the United States, and we have established a central communication point for supplier diversity inquiries at supplierdiversity@schwans.com.
At Schwan’s Company, we have a legacy of fostering a business culture that supports efforts to make a difference in the communities where we live and work.
In 2019, charitable giving from Schwan’s Company and the Schwan’s Corporate Giving Foundation focused on hunger, youth leadership and building healthier communities. Here are some of our biggest accomplishments for the year in this area:

• **853,760 pounds of food** were donated to Feeding America and its affiliated food banks. Donations were distributed to 25 food banks in 15 states. Feeding America is the leading non-profit organization working to end hunger in the United States.

• Schwan’s Corporate Giving Foundation — a 501(c)(3) private foundation — continued to support scholarships for secondary education to students who were awarded with scholarships in 2016, 2017 and 2018. New scholarships were not awarded in 2019, but the foundation’s scholarship program will resume in 2020. The Schwan’s Scholarship Program, which benefits the children of Schwan’s subsidiary employees, reflects the foundation’s values and encourages young people to achieve academically.

• Schwan’s Corporate Giving Foundation also awarded more than $1 million in grants in 2019 to help improve the quality of life in communities where employees of Schwan’s subsidiaries live and work. Some of its notable grants in 2019 include:
  - The second installment ($325,000) of a five-year grant was made to the University of Minnesota. The grant will support: the College of Food, Agricultural and Natural Resource Sciences for both undergraduate scholarships and post graduate assistantships; the WILL (Women Invested in Leadership and Learning) program to help it continue in its mission; and the Carlson School of Management to support undergraduate scholarships.
  - Feeding America received a grant of $165,000 to support programs at 10 member food banks located in Atlanta, Houston, Cincinnati and Lima, Ohio; Pembroke Park, Fla.; St. Paul, Minn.; Wichita, Kan.; Tulsa, Okla.; Philadelphia and Fargo, N.D.
  - $133,358 was donated to United Way of Southwest Minnesota. Contributions came from a combination of employee donations and the Schwan’s Corporate Giving Foundation.
  - A $100,000 grant was awarded to Second Harvest Heartland to support its new headquarters. This was the third payment on a five-year grant.

CHARITABLE giving

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  - A $100,000 grant was awarded to Second Harvest Heartland to support its new headquarters. This was the third payment on a five-year grant.
• Continuing its support of Youth Farm, the foundation awarded the first half of a $150,000 grant in support of the organization’s efforts to provide new programming at its main greenhouse in Minneapolis.

• A $50,000 grant was awarded to Southwest Minnesota State University to support the Schwan’s Academic Scholarship program.

• Supporting inner-city youth and STEM opportunities led to a new partnership with Summit Academy OIC in Minneapolis. The first half of a two-year $50,000 grant was awarded late in 2019. The funds will support both the IT department and STEM training for young people.

• The first half of a two-year $34,325 grant was awarded to Bolder Options. Bolder Options is committed to building a community of caring relationships in support of youth. Funding from the foundation is supporting a pilot “career bootcamp” that will introduce high school participants to internship opportunities.

• An $18,478 grant was awarded to Second Harvest Heartland, honoring the efforts of Schwan’s subsidiary employees who volunteered at and raised funds for the food-bank network.

• In Salina, Kansas, where Schwan’s operates a pizza production facility, the foundation awarded a $5,000 grant to OCCK, Inc, a $5,000 grant to Salina Area YMCA and a $5,000 grant to Salina Emergency Aid/Food Bank.

• $10,000 was awarded to BestPrep to enable it to expand programming for high school students in Minnesota.

• In Florence, Kentucky, where Schwan’s operates a pizza production facility, the foundation awarded a $5,000 grant to Northern Kentucky Community Action Commission to support its YouthBuild program.

• In Marshall, Minnesota, where Schwan’s holds corporate offices and several production facilities, smaller grants were made to Advance Opportunities, Marshall United Soccer and United Community Action Partnership.

• In 2019, Schwan’s Food Service, Inc. made a $25,000 donation to the School Nutrition Foundation’s scholarship program. This scholarship enables the School Nutrition Foundation to foster good nutrition in school lunch programs and enhance school foodservice management. Scholarships up to $2,500 each are awarded. Schwan’s Food Service has supported the program for more than 30 years.

• The company continued its support of educational programs like Enactus, a community of student, academic and business leaders committed to using the power of entrepreneurial action to transform lives and shape a better, more sustainable world.

• Thirty-five members of the Schwan’s Women’s Network continued mentoring groups in the women’s soccer, gymnastics, track and field, hockey, golf, and tennis teams at the University of Minnesota through the Women Invested in Leadership and Learning (WILL) program. Several Schwan’s leaders facilitated learning sessions for the student athletes. These efforts are designed to provide students with access to experienced business leaders who can help prepare them for careers after graduation.

In 2019, Schwan’s Company employees and student athletes from the University of Minnesota officially kicked off the fifth year of the Women Invested in Leadership and Learning (WILL) program. The program focuses on helping leaders from the court transition to become leaders in the work place.

This year, 35 female leaders from Schwan’s volunteered to be mentors for the WILL program. Mentors have the responsibility to share stories about their professional and life experiences during group sessions, and they also make themselves available for one-on-one mentorship discussions with students.

WILL began in 2014 with about 25 student athletes. Through a partnership between University of Minnesota Intercollegiate Athletics and Schwan’s Company, the program has grown to include more than 150 student athletes from soccer, gymnastics, cross-country, track and field, hockey, golf, tennis, basketball, rowing and softball teams.